

Charles Billingsley, Bob Kauflin, Nancy Beach,  
Vernon Whaley, Jody Dean, Terry Hadaway, Ray  
Jones, Joel Carwile, Aaron Keyes, Jason Hatley

# BUILDING STRONG WORSHIP LEADERS

EXPERT ADVICE ON HOW TO  
GROW YOUR *WORSHIP TEAM*

DWAYNE MOORE, EDITOR

FOREWORD BY BRANDON COX

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# Inside

	<i>Page</i>
1. Foreword <i>by Brandon Cox</i>	4
2. Introduction <i>by Dwayne Moore</i>	6
3. Raising Up the Next Generation of Worship Leaders <i>by Ray Jones</i>	8
4. Want Better Worship Services? Build Better Worshipers <i>by Dwayne Moore</i>	11
5. Changing Your Ministry Culture from Managing to Mentoring <i>by Jason Hatley</i>	14
6. The Best Gift You Bring to Worship Leading <i>by Nancy Beach</i>	18
7. How We “Deepen Our Bench” of Quality Worship Leaders <i>by Dwayne Moore</i>	22
8. 10,000 Fathers <i>by Aaron Keyes</i>	26
9. Mentoring: Good Enough for Jesus, Good Enough for Us <i>by Dr. Jody Dean</i>	32
10. How Mentoring Can Change Worship Ministry: a Pastor’s Perspective <i>by Dr. Joel Carwile and Dwayne Moore</i>	36
11. Teach Your Team for a Change <i>by Dr. Terry Hadaway</i>	40
12. Developing Your Worship Team to Be True Ministers <i>by Dwayne Moore</i>	44
13. Mentoring Leaders through Worship <i>by Dr. Vernon Whaley</i>	48
14. Defining Worship, Part 1 <i>by Bob Kauflin</i>	52
15. Defining Worship, Part 2 <i>by Bob Kauflin</i>	56
16. Worshiping through a Crisis <i>by Charles Billingsley</i>	59
17. Eight Steps to Transform Your Worship Team <i>by Dwayne Moore</i>	62
18. An Asaph Generation of Worship Leaders <i>by Dwayne Moore</i>	68
19. Recommended Training Resources	71
20. About the Editor	72

# Foreword

Brandon Cox

When my wife, Angie, and I were beginning to gather a core group of people to plant Grace Hills Church in Northwest Arkansas, I knew the first member of our staff would be a Worship Pastor. I started asking friends for names of potential leaders and two different leaders pointed me to the same guy – Neil Greenhaw.

Neil had toured with a popular contemporary Christian music group based in Nashville and had been a Worship Pastor at a megachurch, so I assumed his experience probably placed him out of range for a new church plant with a dozen people and no money, but Neil agreed to have lunch with me and asked me about my vision. Within a few weeks, he and his wife had committed to Grace Hills and started prepping for the journey ahead.

Over that first lunch, I explained to Neil that I really wasn't interested in hearing him sing or seeing a resume of his accomplishments. My one big question was, will you pour your life into raising up the next generation of worship leaders? And that's still the most important issue before us today.

Let's face it, there are tons of great musicians who can put on a nice production on the weekend that will attract people back for a second visit, but that's not what leading worship is all about. Even better, there are plenty of gifted and godly leaders who can create the atmosphere for people to praise God harmoniously. But we need more. The church needs more. The world around us needs more.

One of the greatest needs of the church today is gifted, godly worship leaders who will not only pour themselves into the weekly corporate gathering but who will, behind the scenes and off the stage, pour their very lives into discipling and training a whole new generation of worship leaders.

That's why I'm so excited about the work of Dwayne Moore, *Next Level Worship* and the *Asaph Generation*. Worship leaders from various backgrounds are coming together to see a generation of people giving authentic praise to God

as never before. From Nehemiah to the apostolic era, from the Renaissance to Azusa Street, great movements of God have always been fueled by heartfelt repentance and passionate worship. When God's name is glorified, great things begin to happen.

Please read this book slowly. Soak in its wisdom. Hear and heed the call, first to be a worshipper, but also to determine how you can invest your life into seeing God's name magnified and glorified in our culture.

Brandon Cox

*Lead Pastor, Grace Hills Church*

*Editor, Pastors.com*

# Introduction

Dwayne Moore

A few years ago I had the opportunity to take part in a small retreat at Saddleback Church in California. Saddleback invited some key worship influencers for four days to discuss how to better train worship teams. I'll never forget sitting around the table with worship leaders from some of America's largest and most well-known churches and listening to them share what they do to invest in their teams. I appreciated their humility as they talked about their struggles and challenges with moving people forward and helping them grow musically and spiritually.

What I took away from that retreat is that no one—no matter the size of his or her church—has it all figured out. When it comes to building and growing worship teams, we all need help and encouragement along the way. This e-book was designed to give you some help and encouragement. I've asked several of my friends and respected worship influencers to offer their advice on how to build stronger worshipers and worship leaders. These are seasoned professionals who have all served on staff in local churches. They've walked where you are walking, and they've experienced both failure and success in ministry.

You may notice we have several "how-to" chapters as well as some "why-to" chapters. Some of the content you may find to be very simple and easy to apply. Other advice, however, may seem more challenging and require more thought and time to adapt. Please take all the advice in and consider how and *if* it could help you in your ministry situation. Please don't discount anything you read before you've carefully and prayerfully thought it through.

A few chapters are included as a teaching tool which you can rework and pass on to your team. For example, we incorporated Bob Kauflin's chapters on the definition of worship because many worship teams don't have a firm grasp on what worship is. Charles Billingsley's testimony of the crisis with his voice can teach your team how true worship doesn't depend on our outward

circumstances. And Nancy Beach's chapter—well, that's mostly for you; and I think you'll understand why it's so vital when you read it.

## A Mentoring Success Story

I've had the privilege to coach and mentor hundreds of worship leaders and church leaders over the years. It's always a joy to watch people grow and to see them succeed in ministry. You'll hear from one of those "success stories" later in this e-book. I asked Dr. Jody Dean to write a chapter on mentoring because he knows firsthand what an impact it can have on a person's life.

I met Jody when he was only seventeen. I'll never forget him walking up to me and volunteering to load some equipment in my car after I'd done a weekend of teaching at his church. I was immediately impressed by his eagerness to help and learn, so I invited Jody to join a small discipleship group I was leading. Over the next few years we went through Bible studies and books together, and I occasionally took him with me to help me do ministry. I led him to set goals for his education and his future. Now, many years later, that teenage kid from north Alabama has become a professor of discipleship at a New Orleans seminary! Every week he's passing on to his students some of the same mentoring techniques that helped shape him.

Stop now and ask yourself this question: Who could call you a mentor? Who are you discipling? Pouring your life into others is *always* an investment of your time and energy. It brings honor to our Lord, and it helps build His Kingdom on this earth. May God encourage you through this e-book to build many lead worshipers for His glory!

Dwayne Moore

*February, 2015*

# Raising Up the Next Generation of Worship Leaders

Ray Jones

Almost every week, I hear from pastors asking if I can recommend someone to lead worship for their congregation. Most of these are smaller churches or new church plants with limited resources. Most of the time I do not have anyone to recommend, and it saddens my heart knowing there are people who need a leader but have no options. I feel strongly that we must take seriously this opportunity to invest in the future of worship ministry for the sake of building the Kingdom.

About 18 years ago, I had a meeting with my worship team that changed the DNA of the worship ministry at Community Bible Church in San Antonio, TX. We decided that we had two purposes as a ministry. First, we wanted to provide an environment in our worship experiences where people could encounter a Holy God. Second, we wanted to invest in our young people and train up the next generation of worshipers. Since that day, we have made the training of worshipers a priority.

We created a system of training that has produced many worship leaders and worship musicians that are serving at our church and in many other churches across the country. This did not happen overnight and everything we do in our church will not necessarily work in your church. My deepest hope is that something you read here will stir you to begin to disciple people in your church to become leaders of worship instead of mere musicians.

Children are the best place to start and we did that with our Kids Choir. I know that many churches have abandoned this concept, but we changed the thought process from training performers to sing to training children to worship. We have over 600 children in our choirs now because we have formed a tradition of excellence and parents want their kids involved in our program. We use these

children on a regular basis to lead our church in worship in multi-generational services with adults or students and our older children (3rd-5th grade) even lead by themselves. We use children that serve as leaders to sing with live bands for our Kids Church services and to help lead worship for VBS and camps during the summer. We have produced several CDs, and (as of 2014) our curriculum is the official children's choir curriculum for LifeWay.

Middle school & high school students in our church have opportunities to serve in choirs, worship bands and in an instrumental training program called Amplify. Like our Kids Choirs, these groups lead worship in multiple venues at our church and for the main services in both a multi-gen format or by themselves with student bands playing for student choirs. The Amplify team trains players by using adults that are professional or highly experienced to prepare students to play in a worship band setting. We then give each trainee the opportunity to play with a live band in several venues like Kids Church, youth services and outreach events. This experience gives them both confidence in the band setting and the excitement of seeing God use their talent at a young age.

These students are not only playing and leading vocals for our church, but they are now being invited to sub for area other churches when there is a need. Several of our students who graduated out of our programs and are in college are playing or leading in congregations where they worship in their university settings. Some students have chosen worship or ministry as their area of study in college.

We also created a School of Fine Arts that teaches private lessons in both instrumental and vocal music. Instructors are CBC members that participate in our worship ministry and they are required to include current worship music in their curriculum. Many of our Fine Arts students have actually become worship leaders and staff members in our church and several have even returned to teach in our school. Additionally, we have a training class for sound engineering that has trained many sound techs for churches in our area.

A local worship leader roundtable was created to meet several times a year to encourage, train and network resources with churches all over the area. This began with three local worship leaders and has as many as 28 churches involved.

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**Ray Jones** has lead worship in local churches for over 42 years. He gave his life to Christ at age 6 and began to minister when he was 14. He has his BFA in Music from Louisiana Tech University and did post-graduate work there as a graduate assistant. Ray has served churches in Alabama, Louisiana and Texas.

He has led worship for many conferences, revivals and he is a frequent speaker at worship events. He currently serves as the Pastor of Worship Ministries at the Community Bible Church in San Antonio TX. He has served there for over 20 years and it has become one of the fastest growing evangelical churches in the nation. Ray is married to Andrea Kowalsky Jones and he has 4 sons. Ray and his wife, Andrea have written and published many for their original songs with *Prism*, *LifeWay* and *Lillenas Music Publishing Companies*. In January of 2012 Ray released his first book, *Will You Worship*.

# Want Better Worship Services?

## Build Better Worshipers

Dwayne Moore

Worship services are made up of people. I know that's not news; it's obvious. Yet, how often do we overlook this important detail? Most of us would like to take our services up a notch or two. But we tend to focus on things like newer songs and cooler lights and stage sets, in hopes these will prompt our folks to worship better. We hire talented worship leaders and invest lots of money in externals. All these things can be good, mind you, but none of them really cause worship to happen. Think about it. Worship's not something we can muster up or generate on the outside, if it's not first taking place on the inside...of people.

I agree with those who teach that worship is best experienced in a corporate setting with other Christians. However, you and I both know that just because someone attends a worship service doesn't necessarily mean that person is actually worshipping. Worship doesn't "rub off" on us from those around us. Worship starts on the *inside* of a person. Jesus said, "God is spirit, and those who worship him must worship in spirit and truth" (John 4:24 ESV). Worship that's acceptable to God is spiritual in nature. Our spirit communes with His Spirit who initiates the worship in us.

One of the psalmists said, "My heart overflows with a pleasing theme; I address my verses to the king" (ESV). Praise can be defined as the "bubbling over of a hot heart."<sup>1</sup> Imagine what could happen if more in your church had a "hot heart" for God, because they worshiped Him with their lives every day. Let's say, for example, during a weekend service you sing the hymn, *Tis So Sweet to Trust in Jesus*. To some in the room, that might be nothing more than another old song. Conversely, those who had actually *trusted* in Jesus throughout the week could immediately identify with those lyrics and think, "Yes, it is sweet to trust in Him! I've experienced it for myself!" The simple truth of that song could ignite the

worship that was already simmering in their hearts. It wouldn't matter to them whether it was an old song or a new song. It might not even matter how well it was being sung and led. They would want to join in and sing it with fervor as personal praise to their God. Talk about taking your corporate worship to a new level!

So, if worship begins inside each of us individually, then doesn't it make sense to do all we can to encourage our congregations to personally worship God? The late A. W. Tozer famously said worship "is the missing jewel in modern evangelicalism."<sup>2</sup> At first glance, it would seem many of our churches today have embraced that jewel. Yet, in large part worship leaders are keeping it to ourselves. We display worship from the platform, but are we really sharing the jewel of true worship with our congregations? Or to put it more precisely, are we teaching our people to experience worship in their daily lives—after the stage lights go dark and the music fades?

## Building Worship Leaders Who Worship

Leaders can't lead where they're not going. Of all the people in our churches who need to walk in a lifestyle of personal worship to the Lord, it's certainly those who help lead it week after week. They set the example for the rest of the congregation. The motto and desire of every singer and band member should be to "magnify the LORD with me, and let us exalt his name together!" (Psalm 34:3 ESV).

Churches and pastors want their worship leaders to lead by example as worshipers, and they place high expectations on those leaders to engage their congregants in praise each week. Yet, as important as worship leading is and as high as the standards are in most churches, it's amazing how few churches invest in their worship teams and leaders, to train and mentor them.

Not long ago, I was talking with one of the professors at Liberty University who teaches a class for worship majors. One of the textbooks for his class

is *Pure Praise: A Heart-focused Bible Study on Worship*. He told me, "Dwayne, your study has been very helpful to our students. You'd be surprised how many of these young people come into our worship program with little or no clue about worship. They're talented, and they've sung and played in their churches; yet they don't understand what real worship is."

I'll never forget what one talented teenager named Jonny said to me once. I had recently come on staff at his church. We had just finished up our third mentoring session at a coffee shop with a couple other young musicians like him. I was driving us all back to the church, when he suddenly raised up from the back seat and said, "I've been in this church all my life. No one's ever taken time to train me like this." He thought for a moment, and then he spoke up again: "I don't understand that. How can churches not want to help train a young musician who said he feels called to be a worship leader? I mean, I even asked them for help."

It was at that moment I understood why that church had such a shallow bench of quality worship leaders and musicians to draw from. Apparently, no one had taken time to build them...

## Yea, It's That Important

I realize pastors and church leaders have enough on their plates already. The last thing you need to add is something not absolutely necessary. I pray you can see how training worshipers and worship leaders in your church is necessary and vitally important—both to the health of your local church and to the Kingdom.

1. *Pure Praise: A Heart-focused Bible Study on Worship*, Dwayne Moore (Colorado: Group, 2011), 28.

2. *The Best of A. W. Tozer*, as quoted in *Making New Discoveries* (California: Insight for Living, 1996), 29.

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**Dwayne Moore's** biography is on page 72.

# Changing Your Ministry Culture from Managing to Mentoring

Jason Hatley

For the second time this week Joe felt like he had reached the end of his rope. As the Worship Pastor in a growing church, he constantly felt overwhelmed and under-prepared. Regardless of how hard he worked, how early he came into the office, or how many items he crossed off of his list, it seemed he never really got it all done. “If I just had someone to help me,” Joe thought, “then maybe I could at least get a day off this week.” Somehow this wasn’t what he pictured when he felt called to ministry seven years ago.

## Do You Know a “Joe”?

You may not know someone like Joe, but you do know Moses. And Moses and Joe had a lot in common: They had more than they could do, and no one to help.

This e-book on *Building Strong Worship Leaders* is perhaps helping you move beyond the “one man show” to invest in and raise up leaders on your team. This shift is about much more than just enlisting the help of a few others. It’s a shift in mindset for you as the leader to move from manager to mentor.

A manager maintains the status quo, tries to hold it all together, and is often overwhelmed when the task of ministry becomes too big and there is no one there to help.

A mentor, however, recognizes that there are only certain things that she can do, so she intentionally develops the leaders around her to help carry the load of ministry for the good of herself, her church and the kingdom of God.

Making the shift from manager to mentor is a leadership decision that we must all make in ministry. Whether you serve in a church of 100 or 10,000, every

worship leader must make mentoring other leaders a key part of their ministry strategy. This is a decision that Moses had to make as well. Here's how the story unfolds in Exodus 18:

*“The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. When his father-in-law saw all that Moses was doing for the people, he said, ‘What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?’ . . . Moses' father-in-law replied, ‘What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone’” (vs. 13-17 NIV).*

Moses was stuck. He was so busy handling everything by himself that both he and the people were on a collision course with burnout. Sound familiar?

Thankfully Moses had a father-in-law who was willing to tell him what he needed to hear, and as a result of Jethro's wisdom, Moses transformed from a manager of problems to a mentor of people.

The transformation from manager to mentor isn't always easy. In fact, this shift in mindset can be a difficult decision to make as you learn to let go of the way you've always done ministry to embrace the idea of raising up others to help you lead team.

If you want to move from managing your team to mentoring your team, here are two mindsets that you must develop:

## #1 Mentors Have a “We”—Not a “Me”—Mindset

We have too many “Lone Ranger” worship leaders who think, “No one will do it as well as me, so I will just do it myself.” Assumptions like this keep them constantly overwhelmed by their ministry workload, while at the same time keeping young leaders on the sidelines.

After coaching over 250 worship leaders, I've found that most worship leaders who feel this way purposefully keep their teams (and their dreams) small so that it doesn't become more than they can handle. But God has more in store for them if they would shift their thinking from "me" to "we".

Mentors know that anything worth doing is worth doing as a team. So they look for ways to involve team members in the work of ministry and empower them to lead. You can do this by inviting team members to help you plan music or lead the worship set on Sunday. You can prepare team members to lead rehearsals, sound checks or Sunday set-ups.

It's only when we move from thinking "I can do it myself" to "How can I get other people involved" that we begin to mentor and raise up leaders around us.

## #2 Mentors Have a "Generosity"—Not a "Scarcity"—View of Their Time.

Worship team managers are always complaining that they don't have enough time to get their job done, much less raise up leaders to help them.

Mentors, on the other hand, give of their most precious resource – time – to team members or leaders. Instead of saying, "I don't have time to raise up leaders", they say, "How can I use my time wisely to invest in someone?"

They know that by mentoring other leaders on their team, they will be able to trust them with some important ministry tasks, and as a result, create even more time in their busy schedules.

The mindset of the leader will always determine the potential of the team. If you actively seek to identify, invest in, and invite members of your team to step up and lead, you will discover what Moses found (and what Worship Leader Joe needs): God wants to use the leaders around you to build his Kingdom, and give you the opportunity to do what only you can do.



**Jason Hatley** is the Pastor of Worship Arts at The Journey Church with locations in New York City and South Florida. He is also the Founder of *www.WorshipLeaderInsights.com*, and the author of *Engage: A Guide to Creating Life-Transforming Worship Services* and *Revolve: A New Way to See Worship* as well as over a dozen worship leader personal and ministry growth resources. In addition to being a full-time Worship Pastor, Jason invests his time in mentoring Worship Leaders through Coaching Networks, audio resources and writing.

# The Best Gift You Bring to Worship Leading

Nancy Beach

Years ago, I served under a senior pastor who often told our staff that the most important gift we could bring to the church was a healthy self. I never forgot his words. Since then, I have come across some worship pastors and worship leaders who clearly are flourishing—they still exhibit bright eyes, celebrating the wonder of God’s unique calling on their lives. But others walk around with a look of weariness, carrying kernels of bitterness or skepticism or carefully disguised anger. They are not thriving...but simply surviving. I believe that just as Paul told his disciple, Timothy, to “pay attention to his life and ministry,” so we must take responsibility for the vitality of our souls and spirit. If we truly are to flourish like the tree described in Psalm 1, bearing fruit in its season, healthy and vital and filled with joy, we must pay attention to at least 4 life-giving practices.

## Solitude

When was the last time you were alone, truly alone, and away from your phone, radio, iPod, and noise of any kind except the songs of birds or the splashing of water? Whether you are introverted or extroverted, you cannot cultivate a healthy soul unless you carve out time for solitude. In Mark 6, Jesus gave a glorious invitation to his disciples, and that same invitation is offered to you and me: Come with me, by yourselves, to a quiet place and get some rest.

The planning of worship, leadership of teams, weekly meetings and rehearsals, dealing with difficult people—all of these activities can suck the life right out of us. Many worship leaders set themselves up as martyrs, always available and never truly alone. I believe we all require regular departures to the place of quiet, so that we can drown out other voices and make room to hear the One Voice we most need and long to hear. Solitude will not happen unless we

are intentional. If you are in a season with young children, you will have to fight for at least a little bit of time each week to be truly alone.

## Sabbath

Most worship leaders don't practice the Sabbath. Sadly, it's the one commandment many believers consider to be optional! Yet our Heavenly Father, the one who created us and knows us intimately, designed you and me to live in a rhythm marked by 6 days of work...and one day of life-giving rest. The Sabbath was never intended to be a burden. In Isaiah 58 God challenges us to call the Sabbath a delight—and then promises that if we honor this one day a week, we will discover our joy in the Lord. God goes on to say, "I will cause you to ride on the heights of the land." What a picture of abundant life!

Those who serve on Sundays must set aside a different day of the week for replenishment—not to be filled with errands, e-mails, and yard work! Dan Allendar poses this question as we look at our Sabbath: "What would I do for a 24-hour period of time if the only criteria was to pursue my deepest joy?"

Those who carve out time for play, rest, community, reflection, and delight on the Sabbath day recognize that our Creator intends for us to live this way consistently *so that* we can be fueled up and refreshed for the challenges facing us over the next 6 days.

Are you treasuring the Sabbath? Or are you pridefully deciding that you know better, that you can ignore just this one commandment because you are like the Energizer Bunny and will never pay a price for your casual ignoring of this sacred day? In recent years, I have begun to practice the Sabbath more consistently, and I already see the benefits for my soul and spirit.

## Safe Friendships

Every person in ministry interacts with people who drain their energy. This is to be expected. It is part of our calling as ministers. But those difficult and

challenging relationships need to be compensated for with a few friendships that breathe life right back into us. We must intentionally make room for these relationships and build them over time. These are the friends we can laugh and cry with. These are the people we confess our shadow side to, the ones who we do not have to (and cannot) impress or be fake with. These are the rare and remarkable men and women who have the courage to look us in the eye, speak truth including the hard things to us, and who will walk with us in our darkest seasons.

I would not have thrived in the past 30 years of church ministry were it not for my safe friends. Those friendships did not just happen—I had to make investments of time in order to see them grow. But God has revealed His love to me through these men and women who know me well and love me deeply. You do not require many of these kinds of friends, but you need at least two or three. Do you have some people in your life you can go to the depths with? If not, begin praying that God will show you some “candidates”, and start moving toward those folks, testing the waters, and opening up the story of your life with truth and vulnerability.

## Stimulating Art

Finally, the worship arts people I know who are flourishing continually expose themselves to great art. They recognize that the creative spirit must be nourished through reading excellent writing, seeing beautiful paintings and photography, listening to a wide variety of superb music, watching powerful stories through film and television. We build the storehouse of our minds the more we collect ideas and experience moments that move and inspire us.

If you feel like you are creatively dry and in a rut, I challenge you to explore something new, to give yourself the gift of drinking in the wonder and beauty of great art in any form.

While there are no firm guarantees to the abundant life Jesus promised us, these four practices are key ingredients. Look over the list and evaluate how you are doing these days in each one:

- Solitude
- Sabbath
- Safe Friendships
- Stimulating Art

My hope is that you would truly flourish, that you would make it to the end of your race as a leader in worship loving Jesus and others more deeply, and filled with a contagious spirit of joy. This is the greatest gift you can bring to your church.



**Nancy Beach** has always been a passionate champion for artists and leaders in the local church. For over 20 years she served as the Programming Director for Willow Creek Community Church in suburban Chicago, building a community of artists who sought to create transformational moments in Sunday morning church services. Nancy also served as a Teaching Pastor, periodically bringing the weekend message. Currently, Nancy serves as a coach with the SlingShot Group ([www.slingshotgroup.org](http://www.slingshotgroup.org)), helping church leaders and teams to flourish in life and ministry. Nancy also uses her teaching gifts to cast vision at conferences and workshops, for both artists and women in leadership. In her book, *An Hour on Sunday*, Nancy expresses the core vision and values which she believes are foundational to any effective arts ministry. Nancy's second book is titled: *Gifted to Lead: the Art of Leading as a Woman in the Church*. Nancy and her husband Warren live in the village of Barrington, Illinois. Their two daughters, Samantha and Johanna, are both professional actresses. Connect with Nancy at [nancylbeach.com](http://nancylbeach.com).

# How We “Deepen Our Bench” of Quality Worship Leaders

Dwayne Moore

For the worship ministry of Valley View Church, our end goal is not to produce great worship services, but rather, to produce great *worshippers*, who will in turn help produce great worship services.

Therefore, we have a process for discovering and developing worship leaders. Our process is intentional, prayerful, and deliberate. It’s intentional because we believe training and discipleship don’t happen by accident. It’s prayerful because we recognize that in ourselves we are powerless to help people grow. Only the Holy Spirit can bring about lasting change in someone. This process is deliberate because we firmly believe we have a God-given responsibility to train up those He entrusts to our ministry.

## Our Purpose

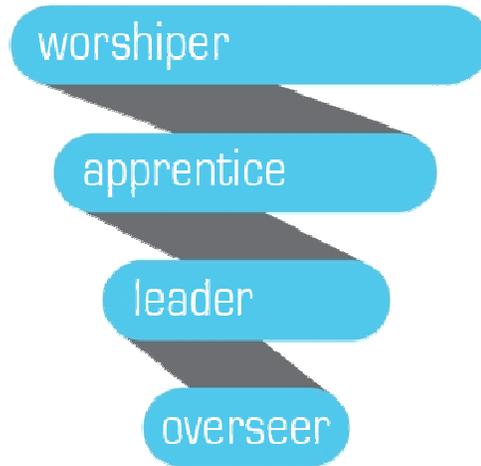
Our ministry’s purpose above all is to make disciples. We understand the verb translated as “make disciples”—*mathēteuō*—is beautifully complex, carrying more meaning than simply accumulating converts. It communicates the idea of a learning believer—someone who is growing in his faith and his love for the Lord.<sup>1</sup>

## Our Vision

Our vision at Valley View Church is to be a sculpturing “factory” which helps build mature worshipers and worship leaders. This vision is necessarily supported and exemplified by our senior pastor, Dr. Joel Carwile.

## Our Process

We've developed a "funnel" process that's simple to understand and easy for us to communicate to our people. Our process encourages worshipers in our ministry to become apprentices, who may develop into leaders, some of whom may eventually become overseers.



## Our Opportunities

*For Worshipers:* We want everyone in our church to be a true worshiper of God. Thus, we offer several non-auditioned opportunities for people to be involved in our worship ministry, including our children's choirs, the intermediate and advanced bands for our older students, and our adult choir. Non-musicians may be able to help with production or serve in other ways within our ministry.

*For Apprentices:* Those who desire to grow in their character and competencies may be given the opportunity to be apprentices who are mentored by a leader or overseer. To help them develop, these apprentices may be asked to serve in some way within our children's or youth worship services, or perhaps within mission outreach ministries of our church. We observe and coach them through these opportunities.

*For Leaders:* The natural progression for apprentices who stay faithful and committed to growth is influence. Many of our apprentices will never have an official title or position within our worship ministry. To us leadership isn't dependent or defined by some title. In fact, we generally discourage apprentices from making position their goal. However, as they sharpen their skills and mature, they will become more and more recognized as leaders among our team. Places where these trusted leaders may serve include being core team

members in our main service worship bands and vocal teams. Leaders may also serve as managers in the production booth or as primary worship leaders in our student bands or mid-week services.

*For Overseers:* Some who are leaders may be asked to become overseers of groups of people within our worship ministry. By the word “overseer,” we don’t mean someone who lords over others or who merely manages other people’s schedules. Instead, overseers seek to serve those they lead and help mentor them. Overseers in production might serve as technical directors or as team leaders. Other overseers include choir captains and band directors. Some overseer positions are voluntary, while others may be paid staff positions.

## Our Goals and Expectations

*For Worshipers:* Our worship ministry has two primary goals for those who attend any of the worship services at our church. First, we want to help inspire people to fall in love with Jesus. And second, our goal is to help instruct them that worship is much more than just singing and attending church. Our worship ministry is not responsible for discipling our congregation in deeper truths about God and worship. Rather, our goal is to be a catalyst which helps spark people’s desire to grow. For example, we pray that people catch a glimpse of God’s glory during our worship services and then hunger to learn more about Him through other ministries within our church—such as small groups or missions.

*For Apprentices:* To become an apprentice, one must demonstrate that he or she loves and worships God. Faithfulness to attend services and rehearsals is an important indicator. He or she needs to already be serving in some way and involved in the life of our church. Our goals for potential leaders involved in our ministry are a) to train them in the basic skills for artistry, production, and worship leadership and b) to disciple them in some of the deeper truths of biblical worship.

*For Leaders:* To be considered a trusted leader within our ministry, one must first demonstrate certain skills and knowledge in his or her area of leadership. He or she must continue to grow as a worshiper and leader. An audition and application may also be necessary for certain leadership positions and opportunities. Our goals for leaders are to teach them how to better lead on stage and how to serve and invest in others off-stage.

*For Overseers:* To be invited to serve as an overseer, one must demonstrate a sincere love for people. He or she must already be pouring into someone, patiently helping that person grow and develop. Furthermore, overseers are expected to “be on the same page” with the other worship ministry leaders. Therefore, to become an overseer, one must first go through the book, *Pure Praise: A Heart-focused Bible Study on Worship*. Our goals for overseers are a) to continue to mentor them in their character and competencies, and b) to help them identify potential apprentices within their groups that they can help mentor—thus involving more people in our process to build leaders!

## Our Timeline for this Process

Our timeline for individuals is as long it takes! We’re not trying to grow dandelions here; we’re growing oak trees—men and women who will be worshipers and worship leaders for life. Some people will move through the process much faster than others. Some may take months or even years to develop. That’s fine. We’re committed to this process and to our people for the long haul—just like God is committed and patient with us!

*1“What Does It Mean to Make Disciples?” by John MacArthur, <http://www.gty.org/blog/B130207>*

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**Dwayne Moore’s** biography is on page 72.

# 10,000 Fathers

Aaron Keyes

## There are Some Moments You Never Forget

Bending a knee at the base of that frigid, windy waterfall, asking Megan to marry me; months later, the first glimpse of my beautiful bride walking down the aisle towards me; and then a year after that, the flood of tears I couldn't hold back when I announced to our family in that hospital waiting room, "It's a boy!"

I was thrown into fatherhood at a relatively early age—I had two sons by the time I was 23 years old, and two more by the time I turned 30. By the grace of God, our boys are healthy, happy, and growing in their relationships with Jesus. But understanding and growing into this role has been hard for me.

I've always had a great relationship with my father—I still do—but coming home from the hospital with our first son, I didn't exactly feel prepared for what was to come, or for how difficult it would be. And the more I speak with friends who are entering into parenthood, the more I realize I wasn't alone in my unreadiness.

And while becoming a father has been difficult for me, it's proven disastrous for so many of my friends. My heart breaks at the number of my friends whose young families have fallen apart, whose young marriages have dissolved, and whose young children are still suffering from the fallout.

If you want better worshipers, you're going to need to address the issue of fatherhood.

## Fatherhood

Today, fatherhood is disintegrating before our very eyes, leaving in its wake a vast array of harmful consequences. According to the latest census data, one-third of American children (15 million) are currently being raised without a

father. This “fatherlessness” is widely cited as the primary generator of violence, poverty, sexual abuse, and crime rates.

Historically, “fatherlessness” has always been a reality, but the principal cause was always paternal death. Today, the principal cause of fatherlessness is paternal choice. We don’t have time in this article to trace the rise and fall of fatherhood (for any new fathers, I can’t recommend too highly David Blankenhorn’s book, *Fatherless America*), but we have arrived at a unique point in history where masculinity is now less defined by effective fatherhood and more defined by individual ambition and achievement.

Blankenhorn’s solution is this: “The key for men is to be fathers. The key for children is to have fathers. The key for society is to create fathers.”<sup>1</sup> Fatherhood is so critical because, apart from being so significant to children, it greatly helps men become better men. Great fathers don’t just offer physical protection and material provision, they also offer the invaluable day to day nurturing that children need. But the overlooked part of great fathers is how they provide what Blankenhorn calls “cultural transmission.” This is referring a father’s distinctive capacity to contribute to the identity, character, and competence of his children by investing personally, emotionally, mentally and spiritually in their children.

Finding great fathers is understandably difficult, because becoming a great father is inestimably difficult! It’s exhausting. It forces you to live for something outside of yourselves. You get less sleep, less time to yourself, and you keep less of your money—namely, your whole world stops being about you. I think it’s one reason so many men today still act like boys—they’ve never been willing to actually die to themselves and step into the responsibility of becoming a man. Boys live for themselves and their own needs; men give themselves for the betterment of others.

## Fatherless Christianity

My fear is that our church culture has followed the same pattern as our national culture. Great spiritual fathers are now as rare as great natural fathers. So go back to this diagnosis: “The key for men is to be fathers. The key for children is to have fathers. The key for society is to create fathers.”

- The key for men today is to become great fathers.
- The key for the next generation is to have great fathers.
- And the key for our churches is to create these fathers.

I think the closest biblical word for fatherhood would be “discipleship.” Do you realize that the word “disciple” disappears from the New Testament after the book of Acts? While the relationship between a rabbi and disciple is easily understood in a Jewish context, once the gospel goes beyond that specific culture, the language switches from teacher and student, to father and son. Referring to his disciple, Timothy, Paul says, “I’m sending you my son, whom I love...” John says he has no greater joy than knowing his “children are walking in truth.” And to the church in Corinth, Paul says, “Even if you had 10,000 teachers, you don’t have many fathers.”

## 10,000

In the ancient world, the number 10,000 was used to describe the innumerable, the countless, or the infinite. The Ancient Greeks used the word *myrios* (read, *myriad*) like we might use a term like *gazillion*. Jewish culture used the same number (*revava*) in the same fashion; in Leviticus 26:8 we see “five of you will chase a hundred, and a hundred of you will chase ten thousand.” In fact, we find this particular number almost fifty times in the Bible.

The largest number named in Ancient Greece was a “myriad myriad” (one hundred million), and it was the same number given by Archimedes as his answer to the number of grains of sand in the universe. If a *myriad* was uncountable, a *myriad myriad* was infinitely uncountable. So, it’s no surprise that

in Revelation 5, John estimates the number of worshipers around the throne of God to be myriad, 10,000 times 10,000.

Paul seems to be saying that even if you had a gazillion teachers, you still wouldn't have what you need. We're nearing that number in church today. We've got more teachers with better sermons and easier accessibility than ever before. Any given moment, I can pull up the most celebrated preachers' most celebrated sermons on my phone. We've got more content, more preaching, and more music than any other point in history.

But do we have more fathers?

## Teachers or Fathers

I'm currently taking a brilliant online course on Contemporary Poetry from the University of Pennsylvania. The teacher is phenomenal, and the class is incredible. Obviously, the basis of my interaction with my teacher (if you can even call it that) is strictly transactional: he delivers the content, I deliver my work and response. Never mind that he and I have never actually spoken, or that he doesn't even know that I exist. He wouldn't know me if I walked into his office and introduced myself—I'm just one among thousands of students he's taught.

Contrast that with fathering. Fathering isn't transactional, it's relational. Fathering isn't about the transference of information, it's about the transference of DNA. Fathering isn't about learning as much as it's about becoming, and fathering isn't about information as much as it's about imitation.

I'm sure you've had a teacher or two who've marked your life, but chances are, their impact on your life is nothing compared to your father's impact on your life—for good or bad. There's hardly any relationship as formative, powerful, and lasting as the relationship to your father.

You can teach thousands but you can only father a family.

I think this is another reason we see so little spiritual fathering today—it doesn't do much for your career, your platform, or your ego. It actually costs you all of the above, because to do it well, you'll have to make sacrifices in all three.

But fatherhood is not only relational, it's also reciprocal. I've learned more from my kids than I've taught them. So too in our worship school, I've learned more from the men and women who've come through our home than I've ever given them. My life has been more enriched than any of theirs, and it's really shown true that in giving, I've received; in pouring out my heart, it's been filled; and, in laying down my life, I've found it.

Remember that Jesus taught us to pray, "Our Father..." God relates to us as a loving Father relates to beloved children, so our stepping into discipleship by way of fathering isn't just strategic, it's sacred. We're imitating God here, mirroring our own divine paternity.

## Challenge

My challenge for young men is to find fathers. Find someone whose life, marriage, home, and ministry you'd like to imitate, and do whatever you have to do to get around them. Also, the best way to begin training as a great father one day is to be a great brother today. Who around you can you begin serving, supporting, and encouraging?

My challenge for older men is to begin fathering some younger men. Invite them into your life; show them where God's grace has marked you. It'll take time, energy, humble transparency and preparation. It'll cost you something, but it could change their lives forever. Likely, it'll change yours too.

The last words of the Old Testament seem a fitting reminder of what's on the heart of God. May we be a generation that sees it happen: God, turn the hearts of children back to the fathers, and turn the hearts of the fathers back toward the children.

1 David Blankenhorn, *Fatherless America: Confronting Our Most Urgent Social Problem* (New York: HarperCollins, 1995), p. 26.

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**Aaron Keyes** and his wife, Megan, are the delighted parents of four sons (Cooper, Judah, Nyle and Linen). Living near Atlanta, the Keyes family is rooted in Grace Fellowship Church. Aaron and his band travel nationally & internationally, leading worship and training leaders. In 2007, the Keyes began their worship school, with four students coming to live with their family for six months of focused mentoring at a time. The worship school has grown and continues to evolve into a nascent network, called 10,000 Fathers. Aaron's most recent album is "In the Living Room," released by Integrity Music in 2012. For information about the Aaron Keyes Band, visit [AaronKeyes.com](http://AaronKeyes.com). For information about the worship school, visit [10000Fathers.org](http://10000Fathers.org).

# Mentoring: Good Enough for Jesus, Good Enough for Us

Dr. Jody Dean

When was the last time you took note of someone in your church and thought, "I see potential in that person to grow and to lead"?

Jesus moved through crowds of people every day. He not only noticed certain individuals; He called them. For example, He noticed Peter and Andrew casting their net into the lake, and He challenged them to follow Him. However, Jesus did more than call them to Him, He committed Himself to them. He said, "I will turn you into fishers of people" (NET, italics mine); "I will show you how to fish..." (NLT, italics mine).

## Why He Did

Have you thought how long it took Jesus to "turn them" into fishers of people? It took the rest of His earthly ministry. Yet, He never gave up on his disciples. He kept on working with them, setting the example for them, often being up close and personal with them, teaching them to observe everything He had commanded.

Why would Jesus—with ministry responsibilities like healing the sick and teaching crowds of listeners—be compelled to prioritize in his weekly "to-do list" the mentoring of a small group of men? Why would He take twelve regular guys and pour Himself into them? Because Jesus knew that's what it would take to transform the character of their hearts and hone the competencies of their ministry skills.

## Why We Should

We as leaders in the Church need to realize and embrace how it will require an intentional investment of our time to help develop the character and competencies of those we lead. Certainly, the Holy Spirit is the ultimate Teacher. However, I believe we each have a role to play and a responsibility to fulfill—not only to bear fruit, but fruit "that will last" (Matthew 15:16b, NIV).

Each week you and I encounter in our churches people who could be mentored, if only someone would take time to invest in their lives. The question for us to ponder, then, is who are we intentionally mentoring? Who are we meeting with and encouraging, helping to take their lives and ministries to a new level of effectiveness and faith?

In spite of our busy schedules, leaders should seriously consider mentoring. Why? Because Jesus modeled for us that kind of intentional relationship with people throughout His ministry. He made a compelling charge in the closing words of the Gospel of Matthew. He said, "Go therefore and make disciples..." (Matthew 28:19, ESV).

I don't know about you, but when He goes on to say in verse 20, "...teaching them to observe all that I have commanded you..." that causes me to pause. Jesus was commissioning them to purposefully pass on to others what He had taught to them. Jesus knew that future followers wouldn't have the luxury of watching Him up close and personal, the way those disciples did.

I believe Jesus was telling them to go and mentor other disciples. You see, discipleship multiplication starts with one person building a teaching and accountability relationship with another. That is the essence of true mentoring.

Paul modeled this type of relationship by being a mentor throughout his letters to churches and individuals. Acts records how "Paul came also to Derbe and to Lystra. A disciple was there, named Timothy...Paul wanted Timothy to accompany him" (Acts 16:1, 3, ESV). Paul and Timothy had a specific mentoring relationship to expand the leadership in the Church. Later in a letter to Timothy Paul challenges him to multiply himself: "and what you have heard from me in the

presence of many witnesses entrust to faithful men who will be able to teach others also” (2 Timothy 2:2, ESV).

## From Where I Stand

I can speak first-hand of the need for mentoring—both in my own life and in the lives of those I teach in our seminary. I've had a mentor for several years. This person has helped me understand what Paul meant in Philippians when he shared, “Brothers, join in imitating me, and keep your eyes on those who walk according to the example you have in us” (Philippians 3:17, ESV). I was able in my formative years to imitate a minister in our local church—a worship leader, in fact. He invited me to invest time with him and a few other guys. We studied the Bible together, talked about our relationships with Christ, and reached out to others with the Gospel.

Such an opportunity as this was an interesting new concept for me. The idea that I could get one-on-one training outside my church’s weekly set schedule—I'd never seen that before. The mentoring group I was involved in went a step further than anything I'd ever participated in with a church program. Discipleship through a focused group of guys who wanted to grow as I did made an impact on my journey with the Lord that I will never forget. I stand today as a stronger follower and minister of Christ because someone saw potential in me and took time to mentor me. For that I will be forever grateful.

In the Christian Education courses I teach, I can usually pick out those students who've had mentors in their lives. They're often more confident in their callings, more grounded in their faith, and sharper in their abilities. That's another reason I try to make time outside the classroom to encourage my students and mentor a few of the guys. Funny thing is, as I teach them, they also teach me. That's how a mentoring relationship should work!

## Worth the Effort!

Mentoring people is never easy. The specific goals of mentoring will be different with each person—no cookie cutter solutions. Some people will grow at a slower pace than others. Each mentoring strategy will need to be fluid and flexible, to adjust to unforeseen events in people's lives. The starting points and needs for training people are many and the process can seem complicated at times. Thankfully, based on his calling of Andrew and Peter, Jesus has given us a simple model to follow regarding potential “mentorees”: Take note of them, challenge them, and then invest our lives into training them.

I'm amazed by what God has accomplished through some men and women who took precious time to mentor Christian leaders of our generation—mentors like mine and perhaps like yours. And to think, it all started with a few ordinary men in the New Testament, who took His extraordinarily Great Commission seriously.



**Dr. Jody Dean** currently serves as an Assistant Professor for Christian Education at New Orleans Baptist Theological Seminary. Prior to serving as a seminary professor he ministered through various associate pastor roles of education, discipleship, students and children through the local church. His ministry experience covered various size congregations in Southern Baptist Churches. Jody earned his two masters and Ph.D. in Christian Education from New Orleans Baptist Theological Seminary. His wife, Emily, shares the passion for teaching, and they have two children Lydia and James Robert.

# How Mentoring Can Change Worship Ministry: A Pastor's Perspective

Dr. Joel Carwile and Dwayne Moore

*Allow me to introduce to you my friend and boss, Dr. Joel Carwile. Joel is pastor of the 5800-member Valley View Church in southwest Louisville. I'm on staff as the Worship and Creative Arts Pastor. Below is a conversation Joel and I recently had about mentoring. As you read this article, I believe you'll sense his strong leadership and support for the paradigm shift we are visioneering within our worship ministry—that of going from managing talents to mentoring leaders. Pastor Joel expects us to make mentoring a priority in our ministry, and I wouldn't have it any other way.*

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*Dwayne:* Pastor Joel, I appreciate how committed you are to discipling and mentoring people. I get that you take time to mentor primarily because Jesus did it and you want to follow His example. But I'm curious; is there another reason too? Did you have a mentor who really impacted you when you were younger?

*Pastor Joel:* Yes and no. I trusted Christ as my Savior when I was when 8. My dad didn't become a Christian until I was older, so he wasn't able to disciple me. And unfortunately, my church and denomination back then didn't put a priority on intentional one-on-one discipleship. So, my early mentoring was somewhat informal and often came from my football and baseball coaches who were strong Christians. My greatest mentor by far was my mom, who invested many hours talking with me about the Bible and giving me counsel and encouragement.

*Dwayne:* When you speak of mentors and mentoring, what does that mean to you?

*Pastor Joel:* Mentors come in different forms; they're not just old men with white beards. I agree with what Tony Dungy said in his book, *The Mentor Leader*. We can impact others through unexpected opportunities—chance meetings that can be critical moments to make a lasting impact in someone's life. Also, we sometimes influence people indirectly through role modeling. As Coach Dungy says, "In every interaction we have, someone is always watching us, and what we say and do forms a design for others to follow."<sup>1</sup>

Of course, the best way to mentor is through deliberate opportunities we have to influence others. At its best, mentoring is a direct, one-on-one relationship. Mentoring has its seasons, and it varies in its approach. It might be through doing a Bible study together over a period of time, or it could be as simple as investing time together—taking them with us to do ministry visits, or talking over coffee about sports, or enjoying a meal with our family. It's important to allow those we're mentoring to watch and learn how we "do life" and to see what we're passionate about.

*Dwayne:* Why do you believe it's important to mentor worship leaders and musicians in our church?

*Pastor Joel:* My first thought is, how could we not? Why haven't we always made mentoring a priority within our worship ministry? I believe we'll stand before God in judgment if we don't train our worship team—especially if the Holy Spirit sent them to us to mentor them.

Preachers don't get better by reading books on preaching; they get better by preaching. The same goes for worship leaders and musicians. We must let them lead in some capacity; that's how they'll learn and improve. They need an outlet. They have to let it out somehow. This next generation is going to lead somewhere. We want it to be in the church, but we've got to give them opportunities. It's vital that we show them what to do, let them imitate us doing it, and then let them innovate and try new things with our guidance and help.

Dwayne, I appreciate how you allow younger generations to sing on the same platform with older people on Sundays. You don't try to sing and lead every song. In fact, this past week I noticed you only led two songs of the five we did. You often give others the opportunity to lead and to grow through their leading, and you welcome input and feedback from younger people on the orders of worship and the set design. That's the coaching and mentoring model I want us to always have at Valley View Church.

*Dwayne:* I appreciate your support of our worship ministry and our focus on mentoring. But mentoring takes time—sometimes time out of the office. Are you OK with that?

*Pastor Joel:* Absolutely. Pastors must give their staff members time and opportunities outside the office to create different environments for stimuli and to invest in people. I encourage you to go to a park sometimes, where birds are chirping, or go to a coffee shop. Get out of the walls of the office.

If anyone shouldn't be required to be in the office all the time, it's the worship pastor. We're trying to reshape our worship ministry into a culture of mentoring people rather than just managing them. That will require a lot of conversations with key leaders on your team and with people you recruit. So, take 10 hours a week to mentor, if that's what it takes.

*Dwayne:* We have a belief and conviction that "if we want great worship services, we need to build great worshipers." How do you think shaping better worshipers can benefit our church in the long-run?

*Pastor Joel:* Freedom creates vitality. Often we can feel oppressed during corporate worship, and that oppression can be led and fostered by the worship leaders. They don't feel like they have the freedom to worship in spirit and in truth. As we teach worship leaders how to worship and how to lead, then over time we're going to see a new vitality on the platform. And their exuberance and joy will naturally and contagiously spread to our congregation.

What's more, having better worshipers—people who deeply love God and each other and who understand what the Bible says about worship—means less fussing and fighting and immaturity among our congregation. Teaching them to worship is like preventative medicine against some future problems!

<sup>1</sup> Tony Dungy and Nathan Whitaker, *The Mentor Leader* (Illinois: Tyndale House, 2010), pp. 107-117.

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**Dr. Joel Carwile** is the senior pastor of the Valley View Church in Louisville, Kentucky. He serves on the Board of Trustees at Campbellsville University, the Hispanic Bible Institute, and he formerly served on the Board of Trustees of the Kentucky Baptist Convention. He recently received an honorary doctorate from Campbellsville University, and he is presently writing his dissertation in pursuit of a Doctorate in Leadership in the Emerging Culture at George Fox Evangelical Seminary. Dr. Carwile has been personally involved with ongoing international ministry leading pastor's and prayer conferences in Botswana, Guatemala, Haiti, and most recently, the nation of Cuba. He is the husband of the former Jo Ellen Mahan. He is also the proud daddy to his 9-year old son, Zeke, and his baby daughter, Danil Joely Grace.

**Dwayne Moore's** biography is on page 72.

# Teach Your Team for a Change

Dr. Terry Hadaway

The Apostle Paul provided a succinct summary of the roles of church leaders. In Ephesians 4:12, he said church leaders exist “to equip his people for works of service, so that the body of Christ may be built up.” Equip can also be translated train, teach, or prepare. When we stop to consider Paul’s instructions, we recognize our need to rethink our approach to teaching adults. Preparing them for ministry isn’t the same as inviting them to classes.

You don’t need me to tell you that adults are busy. Their brains are bombarded with thousands of messages every day. Deep inside their brains is a filter that separates the needed information from the unneeded information. Needed information is usually connected to real life. Advertisers understand this principle. That’s why most advertisements deal with the consumer’s “need” for the product.

The “need filter” is unconsciously applied to every received message—even the Bible. This isn’t a sign of a person’s disrespect for God’s Word. It is a blatant reality that many church leaders have forgotten or ignored. Take another look at Ephesians 4:12. “Works of service” are personal manifestations of the Holy Spirit’s work in an individual’s life. It’s not our job to train them to do what we want them to do; it is our job to equip them to do what God prompts them to do. This is a huge shift in thinking for most church leaders.

## Adults are Two-way Learners

Adults don’t learn through one-way communication. They need to receive, process, and respond. Sadly, many church environments offer no opportunity to respond. The talker usually feels as if learning has taken place because all the information has been delivered. The receiver, on the other hand, sifts the

information through the relevance filter and discards anything that doesn't connect to everyday life. There is a better way to teach with adults.

## Everything is Connected

There are two common views of life—the silo view and the connected view. In the connected view, all of life is intertwined. What happens at home affects work. What happens at church affects home. This view of life accurately portrays it as messy and tangled.

Most church leaders approach the educational environment from the silo perspective. They offer classes that address specific issues such as finances, relationships, parenting, theology, etc. In reality, we can't separate finances from relationships because the two are connected in real life.

If we are going to be transformational leaders, we must acknowledge a foundational truth—children and adults learn differently. Below are some simple steps to help you create learning environments that will maximize your leadership skills and produce learning experiences that connect to everyday life.

## Step 1: Begin with You

Some teachers of adults view their roles as being similar to that of a server in a restaurant. They simply deliver what's on the serving tray without ever partaking in it. This is the way most curriculum for adults is written. Yet, this is an ineffective approach to learning. How do you begin with you? Here are a few ideas:

*Prepare in advance.* Many leaders make the mistake of waiting too late to begin preparing to lead. Because of their delay, they don't spend enough time pondering the truth and relevance of the material.

*Be the first learner.* Those things that change us influence our conversations. You need to be a believable ambassador. If you lead from your

personal experience, learners will get the idea that what you're talking about actually works.

*Identify one main point.* Reflect on what you know about the learners in your class or group. Identify one key point that is relevant to most people. Use that single point to frame the presentation of the material and the discussion that follows.

## Step 2: Understand Them

Every adult carries a load of concerns into the learning experience. Though we'd like to think they leave their concerns in the parking lot, we must consider the burdens they bear. Here are a few ways to learn more about those in your group or class.

Ask life-focused questions to start the session. These questions don't need to be related to the class content. You simply want to hear about their lives. Pay attention to the answers. When you call someone by name and point out how the information being discussed addresses the issue mentioned earlier, that person will respond positively.

Speak their language. We've all been in presentations where the speaker seemed to be working hard to impress the audience. It's odd, but some people believe they impress others by making things impossible to understand. Your job is to make complex things simple.

## Step 3: Connect the Dots

Have you ever been in a class and walked away wondering why you needed to know the information that was just presented? I've been there a lot. As a leader, it's easy to get caught up in the details and, in doing so, inadvertently miss the opportunity to share relevant information. Once you know where the learners are personally and you know the gist of your message, you are ready to connect the dots.

*Begin with the end in mind.* In 25 words or less, write down the takeaway you want learners to leave with. As you identify the points you plan to share, validate them against the guiding statement. If a specific point doesn't fit, don't use it.

*Lead with intentionality.* Every class session is an opportunity to guide a thinking process. New information must be connected to existing knowledge, so work strategically by beginning with common knowledge and working toward new information.

*Don't make assumptions.* Without talking down to people, present foundational truths in a simple, easy to understand way. If you don't lay the foundation, the information won't connect to some learners in the room.

When adults see how the Bible connects to their lives, they will want to dig in deeper. The more they dig in, the more they will learn about God. The more they know about God, the more they will worship Him. In the words of Jimmy Needham, "Worship is more than a song." When we equip God's people for service, worship becomes a way of life.



**Dr. Terry Hadaway** is an experienced Bible study writer, professor, and discipleship strategist who has served churches in Alabama, Kentucky, and Tennessee. He has authored Bible studies for Billy Graham, Max Lucado, Chuck Swindoll, Charles Stanley, John MacArthur, Dwayne Moore, and others. In his spare time, he enjoys roasting coffee and visiting great coffee shops. You can connect with Terry at

[www.mythinkingbox.com](http://www.mythinkingbox.com).

# Developing Your Worship Team to Be True Ministers

Dwayne Moore

Our goal for church musicians and worship teams should be that they become ministers *through* music. It isn't enough to be good musicians or great performers. Worship teams need to minister.

Ministers *through* music have some excellent and unique characteristics. Imagine a worship team who's passionate about what they're doing, with a clear sense of their calling; they are faithful to practice, they're full of integrity, and they clearly exhibit a servant heart toward God and others. What pastor or worship leader wouldn't want a platform full of people like that! Sound too good to be true? It's not! Conveniently, every one of these qualities comes along quite naturally as a result of one all-important process called spiritual growth.

The good news is it's not up to us to change people. That's God's job. The powerful message of 2 Corinthians 3:18 is that we are being transformed: "And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit" (TNIV). According to Hebrews 12:2, Jesus is both the author and the finisher of our faith. Our responsibility then, first and foremost, is to *intercede* for those in our worship ministries, asking our great God to grow them and transform them in His time and in His way.

## 1. Exemplify

Along with praying for them, there are a few other responsibilities we have as church leaders to help our teams grow spiritually. First off, we have to model the qualities and characteristics we hope to see in those we lead. Are we enthusiastic as we lead from the stage? If not, then what right do we have to tell

others to be? Do we show up with a smile and an upbeat attitude each week for rehearsals? Can others sense our passion for God and for those He loves? That kind of passion will contagiously “rub off” on your ministry team if they see it first in you.

If we want our worship and production teams to be faithful and committed to growing, then once again we must set the example before them. That may sound obvious, but apparently not all worship leaders realize it. For example, one worship leader told me he was “leading” his choir through my *Pure Praise* Bible study, but he didn’t understand why some of his choir members weren’t participating. I wondered too—until he let something slip which cleared up the mystery for me. He admitted he wasn’t doing the study himself. He just didn’t “have time for it.” No wonder some of his people weren’t going through it. He wasn’t out front leading the way. His team didn’t see their leader placing a priority on personal growth, so why should they?

## 2. Examine

The second step to help move your team toward maturity is to pay attention to your team members. Take note of their individual progress as worshipers, leaders and musicians. Ask yourself, are they being effective? Are they being challenged under your leadership? Invest time with them and be friends with them outside of rehearsals and hectic church schedules. Perhaps go out to eat as casual groups. Invite key team members over to your home sometimes. Be sure to make use of those times to notice their attitudes toward the rest of the group and toward their own involvement in the worship ministry.

I remember talking with a bass guitarist who was dissatisfied with the church he’d been playing in for years. “We never practice before we play,” he told me. And as a result, he had finally decided to move to a different church where he’d be challenged and could play with more excellence. As we spoke, I couldn’t help but wonder if his worship director had any idea he was so discontent.

Not only should we as leaders examine our group, we should also lead our group to examine themselves from time to time. Lead times of discussion about how the group is doing in key areas of ministry. Ask questions like, “Are we disciplined?” and “Do we mind getting our hands dirty to serve others off-stage?”

### 3. Exhort

Just as it’s important to exemplify and to examine, it’s also vital to exhort and urge them toward maturity. As worship pastors and leaders, we need to follow Paul’s example. In his letter to the church at Thessalonica, he wrote, “We exhorted each of you and encouraged you and charged you to walk in a manner worthy of God” (1 Thessalonians 2:11-12 ESV). Go out of your way to encourage your team. Remind them often of how you appreciate them and of how vital their role is within your team and church. Praise their efforts and progress in front of other team members. Even the most secure musicians and tech people need to hear when they’re doing a good job.

Another way to urge your team forward is through teaching and mentoring them. Too often, we as leaders get frustrated and impatient with the spiritual and biblical shallowness of our people, when, in fact, we’re partly responsible for that shallowness because we won’t invest time to instruct them. Carve out a few minutes during your rehearsals to teach on worship and leadership. Prioritize time to help mentor certain individuals who show the most potential and desire to grow.

Occasionally you may need to confront members of your group. It’s a difficult but necessary part of leadership. I’ll never forget having to confront a guitarist over his immorality. He refused to repent when we discovered he was living with his girlfriend, so I had no choice but expel him from our worship team. As shepherds we must protect the “flock” God has entrusted to us. Remember that the key above all is to love them—that should be your greatest motivation. “[Love] always protects, always trusts, always hopes, always perseveres” (1 Corinthians 13:7 NIV).

#### 4. Experience

As the old saying goes, “Experience is the best teacher.” Look for opportunities for your team members to get hands-on training by letting them try things on their own. Show them you trust their abilities and their walk with God. For example, let them lead a song, or help plan a worship set, or run the sound board during part of a service. Whatever you allow them to do, just be sure you set them up for success first, by carefully preparing them.

Helping develop your worship teams to become ministers through music can be one of the most rewarding things you’ll ever do in ministry. True, it may seem like a slow and challenging process at times, but keep this in mind: Spiritual growth—both for your team and for you—is a journey you have the opportunity to take part in. What a privilege to watch your team blossom as true ministers through true, biblical worship!

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**Dwayne Moore’s** biography is on page 72.

# Mentoring Leaders through Worship

Dr. Vernon M. Whaley

Did you know that when you and I worship Jesus, God begins a work of change in our lives? God is in the business of transforming lives. He transforms us from old to new, dead to living, hurting and broken to healed and restored. Jesus told his disciples that he came to mend the broken hearted and set the captive free. When Jesus does His work of transformation, He changes sinners into worshipers of the Most High God.

Mentoring worship leaders should include opportunities for them to experience transformational worship. At Liberty's School of Music, we strongly encourage our students to connect personally with God in worship. For example, several of our worship leadership classes begin with a time of musical worship, often led by students. Not only are these vertical worship experiences good opportunities for the students who lead them, more importantly they help to mold everyone in the class. Borrowing from an old saying, true worship of God needs to be caught, more than just taught.

Transformation, alteration, conversion, revolution, makeover, and adjustment are just a few of the words we use in the English language to describe the process of change. These words can be used as a noun to describe a desired outcome. As a transitive and intransitive verb, they can demonstrate a process of becoming different or of passing from one state of thinking to another.

## The Process of Change

"Change" is a fascinating word. Change is used 43 times in 42 verses in the Bible. This is the word used in 1<sup>st</sup> and 2<sup>nd</sup> Corinthians and Hebrews that deals

with the change that takes place when we are transformed at the resurrection (1 Corinthians 15:51-52; 2 Corinthians 3:18; Hebrews 1:12). “. . . We are made new . . . We become new creatures . . . The old things have gone; everything is made new!” (2 Corinthians 5:17 NCV italics mine). Some of us are afraid of change. But, God is in the business of transforming us into His image—changing us—through our worship of Him.

Consider the process of transformation. It’s more “turning over a new leaf.” Maybe words like renovate, convert, restore, switch, mend, and even re-establish or refurbish communicate this transformation principle. Our worship—our demonstration of love for God, our adoration of God, our exaltation of God, all we experience privately and corporately when with the Lord—should be so engaging, so personal, so defining that when we leave God’s presence, we are different; we are changed.

Be assured, it’s not the worship songs we sing, prayers we pray, sermons we deliver, engaging and moving video about missions we watch, offerings we bring, invitations we give or the testimony we share that transforms our lives. Actually, our acts of worship don’t do anything to change us. But, it is when we worship, when we give ourselves totally without reservation to the Lord, when we focus on the Lord alone and rid ourselves of the distractions of this ungodly, self-centered, self-consuming world—it is then, during those moments of self examination and solitude, that the Holy Spirit begins to break down the bitterness, anger, self-promoting attitudes, and the spirit of greed in our hearts. And, it is this kind of transformation that changes a life, family, church and nation.

- It is this kind of transformational worship that Jacob experienced at Bethel. He wrestled with God all night. In the morning, he was a different person (Genesis 32:22-31).
- Jonah experienced transformation while in the belly of the fish. He repented of his selfishness. God honored his prayer and changed him (Jonah 1-2).

- Ezekiel was transformed by his worship. The bashful prophet was transformed as he saw the glory of God (Ezekiel 1:28). Ezekiel fell on his face and worshiped. The experience changed him forever.
- Isaiah experienced transformational worship “In the year that King Uzziah died” (Isaiah 6:1 NIV). He saw the Lord high and lifted up, exalted, seated on a throne, and the train of the Lord’s robe filled the temple. Isaiah was never the same after the experience.
- Saul on the road to Damascus was forever transformed as he worshiped Jesus. And, like Jacob centuries before, he emerged from the experience with a new name—Paul.
- Peter experienced transformational worship. Change came on the day 120 people gathered in an upper room and were filled with the Holy Ghost (Acts 2:1-41). It was when Peter and the others were in the middle of focused worship that God blessed them with his presence. At that moment, Peter experienced transformational worship and was forever changed.
- John the Revelator was transformed as he saw heaven in all its splendor and watched Jesus take His rightful place as the Lord of Heaven. John experienced a life-altering, mind-changing, heart-transforming work of the Holy Spirit as he witnessed people from all tribes, tongues and nations gather around the Throne of God to worship the Lamb who sits upon the Throne.

## Where Change Starts

So, have you experienced transformational worship for yourself? You can! Have you prayed for your team to experience transformational worship? Are you leading them to worship God personally and intimately? You need to!

This kind of transformation—this level of true change—is the result of lives given to worship of Jesus. And the change in you and your church will be remarkable.

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**Dr. Vernon Whaley** serves as the Dean of Liberty University’s School of Music. Dr. Whaley is one of the most prolific voices in modern worship. He is uniquely gifted as a musician, a minister and an academic. He has published five books, including *Called to Worship*, as well as multiple musicals, compositions and orchestrations—many of which are sung in churches across the world each week.

More than anything, Dr. Whaley is passionate about helping people of all ages understand that worship is not just something you do in the pews or on Sundays—it a lifestyle habit that is daily practiced for eternity. Dr. Whaley lives with his wife, Beth, in Lynchburg, VA. They have two adult children and five grand children.

# Defining Worship, Part 1

Bob Kauflin

Dutch humanist Desiderius Erasmus (1466-1536) once said, “Every definition is dangerous.” That may explain why when we try to define a word simply and precisely we often end up missing significant aspects of the word we’re defining. Attempts at explaining worship as “love,” or “intimacy,” or “relationship” say something true, but end up leaving out more than they contribute to our understanding of worship.

In spite of Erasmus’ warning, over the years I’ve come across numerous definitions of “worship” that have caused me think about worship more biblically.

Harold Best, in his book, *Music Through the Eyes of Faith*, defines worship in the broadest sense as “acknowledging that someone or something else is greater—worth more—and by consequence, to be obeyed, feared, and adored...Worship is the sign that in giving myself completely to someone or something, I want to be mastered by it.”<sup>1</sup>

We want to be mastered the objects of our worship. And indeed we are. We worship whatever rules our time, energy, thoughts, longings, and choices. “Those who make them [idols] become like them; so do all who trust in them” (Psalm 115:8, ESV).

A definition of worship that I appreciate for its simplicity and clarity is by Warren Wiersbe, who writes:

“Worship is the believer’s response of all that they are—mind, emotions, will, body—to what God is and says and does.”<sup>2</sup>

I’ve used that definition, or something similar, when I want to accent that worship can’t be half-hearted, and is all about God’s character, words, and acts.

David Peterson, unpacks what at first blush is a more sterile, but nevertheless insightful, definition:

“Worship of the living and true God is essentially an engagement with him on the terms that he proposes and in the way that he alone makes possible.”<sup>3</sup>

Peterson’s definition highlights God’s initiative, authority, and enabling power in our worship.

Dr. Dan Block, who until recently was a Professor of Old Testament at Southern Baptist Theological Seminary, defines true worship as “reverential human acts of submission and homage before the divine Sovereign, in response to his gracious revelation of himself, and in accordance with his will.”<sup>4</sup>

This is the first definition that specifically mentions what many of the biblical words for worship imply—submission and homage.

Here’s one from William Temple’s (1881-1944) *Readings in St. John’s Gospel*:

“Worship is the submission of all our nature to God. It is the quickening of conscience by His holiness; the nourishment of mind with His truth; the purifying of imagination by His Beauty; the opening of the heart to His love; the surrender of will to His purpose—and all of this gathered up in adoration, the most selfless emotion of which our nature is capable and therefore the chief remedy for that self-centeredness which is our original sin and the source of all actual sin”.

Another excellent definition comes from Ralph Martin:

“Christian worship, then, is the happy blend of offering to God our Creator and Redeemer through Jesus Christ both what we owe to Him and what we would desire to give Him.”<sup>5</sup>

This is the first definition I've mentioned that draws attention to the fact that our worship is offered through Jesus Christ, that God deserves worship as our creator, and that our worship is both a duty and a glad choice.

In a book that is now out of print (as many good books are), Robert Rayburn wrote:

“Worship is the activity of the new life of a believer in which, recognizing the fullness of the Godhead as it is revealed in the person of Jesus Christ and His mighty redemptive acts, he seeks by the power of the Holy Spirit to render to the living God the glory, honor, and submission which are His due.”<sup>6</sup>

This is a wonderfully nuanced definition that includes the concepts that worship is an activity of our new nature, cross-centered, and enabled by the power of God's Spirit. In other words, biblical worship is Trinitarian.

This one, by David Nelson, is a little longer, but it includes many of the ideas already mentioned in previous definitions, and is still pretty compact.

“Worship is the human response to the self-revelation of the triune God, which involves: (1) divine initiation in which God graciously reveals himself, his purposes, and will; (2) a spiritual and personal relationship with God through Jesus Christ enabled by the ministry of the Holy Spirit; and (3) a response by the worshiper of joyful adoration, reverence, humility, submission and obedience.”<sup>7</sup>

Finding all these great definitions of worship motivated me to come up with two of my own. Here they are:

“Christian worship is the response of God's redeemed people to His self-revelation that exalts God's glory in Christ in our minds, affections, and wills, in the power of the Holy Spirit.”

And because I like alliteration at times:

“Biblical worship is God’s covenant people recognizing, reveling in, and responding rightly to the glory of God in Christ in the power of the Holy Spirit.”

<sup>1</sup> Harold Best, *Music Through the Eyes of Faith* (San Francisco: Harper San Francisco, 1993), 143.

<sup>2</sup> Warren Wiersbe, *Real Worship* (Michigan: Baker Publishing, 1986), 26.

<sup>3</sup> David Peterson, *Engaging with God* (Apollos, 1992), 20.

<sup>4</sup> from Dr. Block’s *For the Glory of God* course notes

<sup>5</sup> Martin, Ralph P. *Worship in the Early Church* (Grand Rapids, MI: Eerdmans, 1974), 17.

<sup>6</sup> Robert Rayburn, *O Come Let Us Worship* (Grand Rapids, MI: Baker, 1980), 20.

<sup>7</sup> Herbert W. Bateman, *Authentic Worship* (Kregel Academic, 2002), 149.



**Bob Kauflin** is the director of Sovereign Grace Music. He is currently having a great time helping plant Sovereign Grace Church in Louisville, Kentucky. He blogs at *Worshipmatters.com*, and his book, *Worship Matters: Leading Others to Encounter the Greatness of God*, was released in 2008 by Crossway. He is currently working on his second book, *True Worshipers*, which is

scheduled to be released in 2015. He and his wife, Julie, have six children and sixteen grandchildren.

# Defining Worship, Part 2

Bob Kauflin

I've written two definitions I suggest for worship. I'll unpack each of them in this chapter.

“Christian worship is the response of God’s redeemed people to His self-revelation that exalts God’s glory in Christ in our minds, affections, and wills, in the power of the Holy Spirit.”

*Christian worship...*is different from every kind of worship because it has been made possible through Jesus Christ (Revelation 5:9-10).

*Is the response...*God has already done something outside of us and inside of us that enables us to worship Him. We are not the initiators of worship; God is (Acts 17:24-31).

*Of God's redeemed people...*Just as God delivered the nation of Israel from Egypt to worship Him (Exodus 8:1), so He has redeemed us as a holy nation to declare His praises (1 Peter 2:9). Worship of God is intended to be corporate, not simply personal.

*To his self-revelation...*we can't know God apart from Him revealing Himself to us. He has shown Himself to us in creation, His Word, and ultimately His Son (Romans 1:20; Hebrews 1:1-4).

*That exalts...*the essence of worship is exalting—raising up, lifting high, submitting to, magnifying, making much of, honoring, reverencing, celebrating—the triune God (Psalm 71:19).

*God's glory in Christ...*Moses asked God to show him his glory and God passed before him and proclaimed his nature (Exodus 34:6-7). God has enabled us to see His glory in the face of Christ (2 Corinthians 4:6).

*In our minds...*worship involves thinking, meditating, reflecting, processing, evaluating, understanding what God has revealed to us of Himself (Romans 12:1-2; Psalm 111:2).

*Affections...*true worship involves the heart as well as the head. We worship what we love and value the most (Matthew 22:37-38).

*And wills...*If we are truly worshipping God, we will truly be transformed (2 Corinthians 3:17-18). Our choices will reflect our profession that God is supreme in our lives (Romans 12:1-2).

*In the power of the Holy Spirit...*We are those who worship by the Spirit of God (Philippians 3:3), and depend on His leading and enabling.

All this to say that when we talk about worshipping God we're communicating something of profound significance that should humble and amaze us. Perhaps if we spoke of "worship" in a more biblical way, "worship wars" might be non-existent. Now wouldn't that be something to worship God for?

## A Second Definition

I'd like to unpack one more definition of worship, keeping in mind that we'll never exhaust the meaning and wonder of worshipping our Creator and Redeemer, even in eternity.

"Biblical worship is God's covenant people recognizing, reveling in, and responding rightly to the glory of God in Christ in the power of the Holy Spirit."

*Biblical worship...*to separate what we do as Christians from all other types of worship. This also implies that God is the One who determines how we should worship Him (John 4:23-24).

*Is God's covenant people...* God's plan from the beginning of creation has been to redeem a people for his own possession who would give him glory endlessly. The basis of our relationship with Him is His unchanging character, His unfailing love, and His unrepeatable sacrifice for our sins (Exodus 19:5-6; 1 Peter 2:9-10; Revelation 5:9-10).

*Recognizing...* This implies mental awareness and perception, as opposed to a highly individualized emotional encounter (Exodus 34:6-7, Jeremiah 9:23-24).

*Reveling in...* One of the definitions for "revel" is "to get great pleasure from." It is in that sense that we "revel" in God's glory in Christ. When we find our highest joy, pleasure, satisfaction, and good in knowing God, we are worshipping Him. Although worshipping God involves more than our emotions, it doesn't involve less (Psalm 32:11, 37:4; 1 Peter 1:8-9).

*And responding rightly...* There are countless wrong ways to respond to God, including ungratefulness, anger, and idolatry. Our right responses include both adoration and action, both what we do in specific meetings as well as in all of life (Romans 12:1-2; Hebrews 10:24-25; Hebrews 13:15-16).

*To God's glory in Christ...* We have been saved to see that God's glory has been most clearly revealed in the person and work of His Son (2 Corinthians 4:6). This is a precious truth that we must proclaim and protect (Hebrews 1:1-3).

*In the power of the Holy Spirit...* While they may disagree on the application, Charismatics and cessationists can both affirm that the worship of God is impossible apart from the power of God's Spirit (John 4:23-24; Ephesians 2:18).

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**Bob Kauflin's** biography is on page 55.

# Worshiping through a Crisis

Charles Billingsley

It was five years ago, on a hot August night in Orlando, Florida that I unintentionally entered into one of the deepest valleys of my life. I had been fighting a summer cold, but throughout the weekend had been singing through it...as always. However, on this night, as I was singing along, I went up to hit a high note, and suddenly there was no voice...no sound. I came back down and then tried it again, and nothing...not a peep. So for the rest of the night, whenever I had to sing a high note, I would choose a lower note instead and tried to simply survive the rest of the concert.

A few days later, after I had rested my voice, I tried to sing again...and still nothing. It slowly went from bad to worse. So after about a month, I finally went to the doctor where he discovered a polyp on my left vocal fold. He then said these words. "Outside of a miracle, unless you get this surgically removed, you will not be able to sing."

Suddenly I was faced with a crisis. I had never even considered what life would be like without a voice. Singing and leading worship was the only thing I knew. It's the only job I'd ever had. And now, I was faced with surgery, and if something went wrong in that surgery, perhaps never singing again! I honestly did not know what to do. I had always stated that a mantra of my ministry is to "worship God as a lifestyle." But that is easy to say when life is good. Now, my faith was shaken and I was faced with a dilemma I never asked for and never saw coming. But then again, all crisis is like that. None of us ever ask for a crisis to visit us. We don't go seeking out life-altering problems...they come find us!

Crisis comes to everyone. No one is exempt. Sooner or later we will all go through that moment that turns our world upside down. But we all handle crisis just a little bit differently. We may think we are at a place in our lives where

everything is under control and then suddenly crisis comes our way. So the question is this...how do we grow in our lifestyle of worship when crisis comes?

Crisis exposes our limitations. But crisis also gives us an opportunity to grow. It has been said that a rubber band, once it is stretched, never returns to exactly the same size. So it is with crisis. Once we go through a crisis, it stretches us. It stretches our minds, our hearts, and our wills. And, it brings us to a point of decisive change. Crisis has a way of clearing away the clutter in our lives that does not matter, and focusing our lives on that which matters most. As a result, we grow...and we are never the same again.

God allows crisis to bring about change in our lives. But that change can be either positive or negative. And, as I've discovered, that choice is completely in my hands. As my good friend, Ike Reighard, always says, crisis can either make you bitter, or it can make you better. It's a matter of our perspective towards its purpose. Will I accept this situation as an opportunity to grow closer to Jesus? Or will I get angry with God for putting me through this?

So when we are faced with a crisis...we have to deal with the problem. And sometimes what we perceive to be the problem is really God's way of speaking into our lives in a much deeper way. I love what my pastor friend, A.R. Bernard says: "A problem is simply a mismatch between what we have and what we want." I *wanted* my voice to work properly. I *had* this polyp sitting in the way. In my mind, the problem was the polyp. But God used this crisis in my life to reveal a much deeper problem than just a little 'ole polyp. He saw that I *wanted* to expand my ministry but *had* my selfish ambition in the way. And what better way to get my attention, than to remind me that He is the one who gave me this voice to begin with.

Even though I thought the problem was my vocal issue, God knew my problems were much deeper. Little did I know that His plan was to temporarily break my voice so that He could ultimately break my will. God had to teach me that my job is to take care of the depth of my ministry, and He will take care of the breadth of it. I wasn't doing my part. I was trying to do His part. So I had to

learn the hard way, that “when I am weak, then I am strong” (2 Corinthians 12:10).

As a result, I matured as a believer. I learned all over again that my voice is not the source of my ministry...God is. I learned through this whole process that I CAN worship God without a song, without a crowd, and without a voice. He alone is worthy of my praise and truly does want me to grow through the crisis.

Life is a marathon, not a sprint. And God allows us to go through crisis from time to time in order to grow us and purify us and draw us closer to Him (1 Peter 5:7). So how do we grow in our lifestyle of worship when crisis comes? Worship Him anyway...even amidst your crisis. No...especially during your crisis. God has not turned His back on you (Hebrews 13:5). Rather, He has a purpose in mind to refine you and mature you. And, He will help you through it each and every step of the way. “He is our Rock, our Fortress, our hope and our confidence” (Psalm 91). Where does our help come from? It comes from the LORD!” (Psalm 121).



**Charles Billingsley** is a nationally-known recording artist, worship leader, teacher, author and pastor. His most recent album, *Only Jesus*, encourages the listener to take their focus off of the situations around them, and to focus their heart’s attention on worshipping the only one worthy of praise, only Jesus. Connect with him at [CharlesBillingsley.com](http://CharlesBillingsley.com).

# Eight Steps to Transform Your Worship Team

Dwayne Moore

Below is a step-by-step plan to help your worship team members flourish in *three fundamental areas*—as worshipers, musicians and mentors. This approach can change the culture of your worship ministry and help your team grow spiritually and numerically—no matter the size of your church. I've seen firsthand the impact it has made in smaller congregations I've served in the past, and this same intentional process is making an impact in the megachurch where I'm worship pastor now.

Please note that these methodical steps may take you months to complete. Be patient, and don't rush through them—and be sure not to skip any as you move along. Each step is crucial to your success in training your team to be ministers through music.

## Step 1: Confirm your vision, values and philosophy.

A. *Through prayer and Scripture.* Your first and most important task should be to nail down what you value and what your specific convictions are for the ministry God entrusted to you. No vision, no values and no approach to ministry should be formed outside of clear scriptural confirmation and God-given direction.

B. *Through careful research.* Talk with other worship leaders and pastors in your area to learn what they do. Also, take a look at quality worship ministries you know are committed to discipling and training their teams.

C. *Through godly counsel.* Proverbs 11:14 reads, "Where there is no guidance, a people falls, but in an abundance of counselors there is safety"

(ESV). Before you go public with your ideas, explain your vision and plans to people you trust to give you sound feedback and advice.

## Step 2: Consult with key influencers within your church.

A. *Educate them.* The philosophy and systems you introduce may be a major shift from what your church has had in the past. You are hoping to change the culture of your worship ministry—and that change must begin with your key influencers.

B. *Inspire them.* Your dedication to work through these eight steps and your enthusiasm will be very important as you talk with key leaders. Know what you need to present to each influencer. Trust God to use your words to help inspire them to want to be on board with your ideas and dreams for the worship ministry.

C. *Trust them.* Ultimately, you need to remember that God has placed your key leaders in their places of influence for a reason. Listen to your pastor and elders and to the suggestions they give you. Pray for them that God will illumine their hearts and minds to see what you're trying to do. Then trust and submit to them—even when they don't fully agree with you.

## Step 3: Commit to your development process.

A. *Budget for it.* David said, "I will not...offer burnt offerings that cost me nothing" (1 Chronicles 21:24 ESV). Offering God our best costs something. It's all just a big pie-in-the-sky idea until we have to pay for it. Then it becomes reality. Plan ahead for the materials your team will need and for training events they need to attend. If possible, place line items into your church budget like "leadership development" and "mentoring."

B. *Broadcast it.* Habakkuk 2:2 says, "...Write the vision; make it plain on tablets, so he may run who reads it" (ESV). There comes a point when you have to make plain to your entire team what you are doing, why you're doing it, and how you plan to do it. Share it over and over in various and creative ways. It's also helpful to have a graphic image which illustrates what your vision and plans are. My worship staff and I developed a *carefully crafted process* that's simple to explain and follow. (Visit [valleyviewworship.com](http://valleyviewworship.com) for details.)

C. *Belabor it.* Anything worth doing can be difficult. Go ahead and plan now for obstacles and challenges from people who don't get what you're doing and don't like it. As you begin to make adjustments to weekly schedules and long-standing traditions, you will get some push back. Handle it prayerfully and carefully. Don't take it personally. Keep reminding your team of what you're trying to do and why.

#### Step 4: Lead your team to grow as worshipers and musicians.

A. *Lead them in Bible and book studies.* This is where the "water meets the wheel." Everything you've said and done thus far has basically been rhetoric. Talk is cheap. Now it's time to actually dig in and start growing. The best place to start is with heart-training. After all, worship starts in the heart. Worship leaders should learn to worship God themselves before they lead others in worship. To help accomplish this, we require our leaders to complete *Pure Praise: A Heart-focused Bible Study on Worship*.

B. *Provide opportunities for music training.* The best worship leader development involves not only character training (for the heart), but also competency training (for skills). Psalm 33:3 exhorts us to "play skillfully." Look for ways to coach up your vocalists to be better singers. Challenge your musicians to set goals for themselves to improve their playing. Partner with a local college music department or music store to provide discounted lessons for some of your

singers and band members. Line up technical training for your sound and production folks.

*C. Model personal growth.* No matter your age or educational background there's always room to sharpen your musical skills and leadership ability. If you settle for stagnation and mediocrity, those on your team may also.

### Step 5: Mentor individual members in character and competencies.

*A. Identify them.* Not everyone is ready and willing to be mentored. Mentoring requires face-to-face interaction and an invasion of some personal space. Much prayer and discernment is needed to know who should be mentored and by whom.

*B. Challenge and teach them.* Mentoring is a step above classroom-style teaching or discussion groups. Mentoring someone means investing your life into that person for a period of time and intentionally helping him or her to grow.

*C. Hold them accountable.* In Proverbs 27:17, Solomon wrote, "As iron sharpens iron, so a friend sharpens a friend" (NLT). Help those you mentor to set goals to grow spiritually, in leadership, and in their skills development.

### Step 6: Empower and expect your overseers to mentor others.

*A. Give them guidelines and parameters.* Mentoring is the most important part of this entire process. It will be your key to years of continued growth and ministry success. To be most effective and enthusiastic, your overseers need to know your expectations and where their boundaries are regarding mentoring. Carefully explain what you need them to do and not do.

*B. Encourage them.* Most likely, many of the overseers in your ministry have full-time jobs, families and tons of other responsibilities. Be patient with

them and empathetic to their full schedules and life-pressures as they carve out time to pour into others.

*C. Continue to coach them.* Many churches tend to place someone in a position of leadership, and then leave them to their own devices. It's like we barely teach them to swim before we throw them into the middle of the lake to survive alone! Check in with your leaders occasionally, and keep an open door of communication in case they need your help or advice.

### Step 7: Evaluate your team's progress and adjust as needed.

*A. Compare your ministry's values to your activities.* To keep yourself and your ministry on course, it's imperative to take time to step back and see where you are. Have you made any real progress? What have you done up to this point that directly supports your stated values?

*B. Assess individual skills and accomplishments.* After months into this growth process, you now need to assess the skills of your band members, singers and tech team members. What has each one learned? How have they improved? Are they still enthusiastic about growing and about serving the Lord in the worship ministry? One way to know is to schedule time to sit and talk with them.

*C. Innovate for more change.* Think creatively about ways to improve your process and better serve your team and church. No matter how much you may have honed your plans, be willing to change them. If some part of the plan isn't working well, then do something different. Constantly ask yourself, what can we do to better to reach our goal of growing our team?

Step 8: Repeat these steps again and again.

A. *Recognize that real change takes time and patience.* There is no cookie-cutter approach to discipleship. And there are no instant, out-of-the-box solutions for helping people grow as worshipers, musicians and mentors. It will take time—lots of time.

B. *Refine your vision and never lose sight of your calling.* It's not ultimately your job to help someone mature. That's God's role as the Author and Finisher of our faith. Just keep faithfully repeating these important steps. He'll do the rest.

C. *Realize people need constant reminding and reshaping.* Paul said in Philippians 1:6, "And I am certain that God, who began the good work within you, will continue his work until it is finally finished on the day when Christ Jesus returns" (NLT). Learn to look beyond the warts, issues and imperfections of your team and know that God is making them—and you—into His perfect image. Never give up on them. Pray for them and show to them the same graciousness they show to you.

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**Dwayne Moore's** biography is on page 72.

# An Asaph Generation of Worship Leaders

Dwayne Moore

We recently started a unique and needed community for worship leaders. We call it the Asaph Generation ([AsaphGeneration.com](http://AsaphGeneration.com)). Why the name “Asaph Generation,” you might ask? Simply put, we want to be part of a generation of worship leaders who leave a godly legacy in worship ministry—like Asaph did!

*The Asaph Generation* is an exclusive community committed to 1) whole-life worship of God, 2) musical excellence, and 3) investing our lives in others. These three qualities really define Asaph’s life...

## 1. Asaph was a worshiper.

Read any of the twelve psalms he was credited for writing (Psalm 50 and 73-83), and you’ll immediately know that Asaph (pronounced *aw-sawf*) was a passionate worshiper of God, who was growing in his relationship with God. He wasn’t perfect, but he really wanted to please the Lord.

Passages like the following help us see how well Asaph “got” worship:

- *“But giving thanks is a sacrifice that truly honors me. If you keep to my path, I will reveal to you the salvation of God” (Psalm 50:23, NLT).*
- *“But as for me, how good it is to be near God! I have made the Sovereign LORD my shelter, and I will tell everyone about the wonderful things you do” (Psalm 73:28, NLT).*
- *“Make vows to the LORD your God, and keep them. Let everyone bring tribute to the Awesome One” (Psalm 76:11, NLT).*

## 2. Asaph was a musician.

Gill's Exposition of the Entire Bible describes him as "a famous singer." He was, in fact, one of the most skilled and well-respected songwriters and worship leaders in the Old Testament. His songs were celebrated and recognized right alongside of David's.

- *"King Hezekiah and the officials ordered the Levites to praise the LORD with the psalms written by David and by Asaph the seer. So they offered joyous praise and bowed down in worship" (2 Chronicles 29:30, NLT).*
- *"Asaph, Jeduthun, and Heman reported directly to the king. They and their families were all trained in making music before the Lord, and each of them...was an accomplished musician" (1 Chronicles 25:7, NLT).*

## 3. Asaph was a mentor.

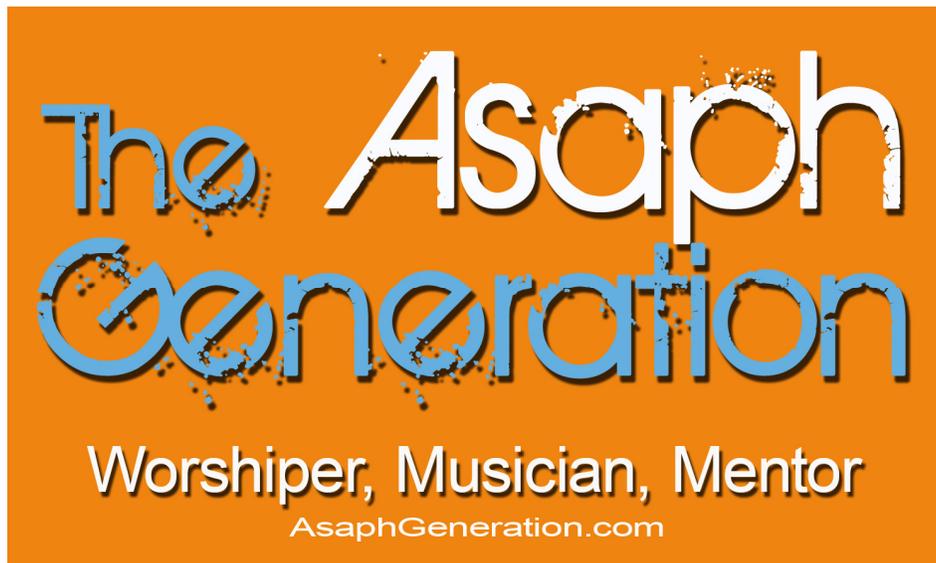
He invested his life into others and left a legacy for others to follow. He passed his knowledge and skills down to his children and grandchildren, who in turn taught their children about ministry through music. Because of his heart to intentionally train and mentor, Asaph helped start customs, which lasted for many generations.

- *"David and the army commanders then appointed men from the families of Asaph, Heman, and Jeduthun to proclaim God's messages to the accompaniment of lyres, harps, and cymbals...From the sons of Asaph, there were Zaccur, Joseph, Nethaniah, and Asarelah. They worked under the direction of their father, Asaph, who proclaimed God's messages by the king's orders...All these men were under the direction of their fathers as they made music at the house of the LORD..." (1 Chronicles 25:1-2, 6-9a, NLT).*

- *“The chief officer of the Levites in Jerusalem was Uzzi son of Bani, son of Hashabiah, son of Mattaniah, son of Mica, a descendant of Asaph, whose family served as singers at God’s Temple” (Nehemiah 11:22, NLT).*
- *“The custom of having choir directors to lead the choirs in hymns of praise and thanksgiving to God began long ago in the days of David and Asaph” (Nehemiah 12:46, NLT).*

## Join Us!

If you’re serious about growing as a worshiper, musician and mentor—as Asaph was—then join the Asaph Generation community and sign our covenant at [AsaphGeneration.com](http://AsaphGeneration.com). Our community exists to encourage, advise and hold each other accountable. *We invite you to come grow with us!*



## Recommended Training Resources

- *Will You Worship?* by Ray Jones ([amazon.com](http://amazon.com))
- *An Hour on Sunday* by Nancy Beach ([nancylbeach.com](http://nancylbeach.com))
- *Gifted to Lead: The Art of Leading as a Woman in the Church* by Nancy Beach ([nancylbeach.com](http://nancylbeach.com))
- Coaching Circles with Nancy Beach ([coaching-circles.com](http://coaching-circles.com))
- *Pure Praise: a Heart-focused Bible Study on Worship* by Dwayne Moore ([nextlevelworship.com](http://nextlevelworship.com))
- *Praise Portions Team Devotionals* by Dwayne Moore ([nextlevelworship.com](http://nextlevelworship.com))
- Coaching Community with Dwayne Moore ([nextlevelworship.com](http://nextlevelworship.com))
- *The Successful Worship Leader Workshop* by Jason Hatley ([worshipleaderinsights.com](http://worshipleaderinsights.com))
- Coaching Network with Jason Hatley ([worshipleaderinsights.com](http://worshipleaderinsights.com))
- *Only Jesus* (album) by Charles Billingsley ([charlesbillingsley.com](http://charlesbillingsley.com))
- *Words on Worship* by Charles Billingsley ([charlesbillingsley.com](http://charlesbillingsley.com))
- 10,000 Fathers Worship School with Aaron Keyes ([10000fathers.org](http://10000fathers.org))
- *Called to Worship* by Dr. Vernon Whaley ([amazon.com](http://amazon.com))
- *The Dynamics of Corporate Worship* by Dr. Vernon Whaley ([amazon.com](http://amazon.com))
- *Worship Matters* by Bob Kauflin ([WorshipMatters.com](http://WorshipMatters.com))
- *Mentoring Worship Leaders: Training the Next Generation* by Tom Kraeuter ([training-resources.org](http://training-resources.org))
- [TheWorshipCommunity.com](http://TheWorshipCommunity.com)
- [AllaboutWorship.com](http://AllaboutWorship.com)
- [WorshipLeader.com](http://WorshipLeader.com)
- [CreatorMagazine.com](http://CreatorMagazine.com)
- [WorshipTeamTraining.com](http://WorshipTeamTraining.com)
- [MyThinkingBox.com](http://MyThinkingBox.com)
- [Pastors.com](http://Pastors.com)



**Dwayne Moore** is founder of *Next Level Worship* ([nextlevelworship.com](http://nextlevelworship.com)) and the founder of *The Asaph Generation* ([asaphgeneration.com](http://asaphgeneration.com)). He is also Pastor of Worship and Creative Arts at Valley View Church in Louisville, KY. Dwayne has authored multiple books, including the award-winning *Pure Praise: A Heart-focused Bible Study on Worship* and *Heaven's Praise: Hearing God Say "Well Done."* Dwayne has taught and led worship for more than 35 years in over 1000 churches and conferences. He coaches worship leaders online from around the world. He also travels and speaks at colleges, conferences and churches. He has contributed numerous articles to *Rick Warren's Ministry Toolbox* and *Pastors.com*. Connect with him at [NextLevelWorship.com](http://NextLevelWorship.com).

# Take your worship ministry to the next level.



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